

# Dept. of DHS-CCUSO (406) Facts – FY '12

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## General Information

**Address:** Cherokee Mental Health Institute  
1251 West Cedar Loop  
Cherokee, IA 51012

## Workforce Data

(unless otherwise noted, information provided is at the end of FY '12)

# FT EEs: 83	# PT EEs: 2	# Temporary EEs: 9	Average Length of Service: 6.66
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Span of Control: 10.25	Total Unemployment Insurance Claims: N/A
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	2	45-54	21	<25	0	45-54	2	# of Females:	27	# of Males:	56
25-34	21	55-64	16	25-34	0	55-64	1	% of WF:	32.53%	% of WF:	67.47%
35-44	22	65+	1	35-44	5	65+	0	Average Age:	43.90	Average Age:	44.30
Employee Average Age: 44.17				Supervisor Average Age: 45.07				Average Length of Service: 6.39		Average Length of Service: 6.80	

Minorities		Non-minorities		Breakout of Minorities		Did Not Respond	
# of Minorities:	3	# of Non-minorities:	80	# African-American:	3	# of "did not respond":	0
% of Workforce:	3.61%	% of Workforce:	96.39%	# Asian/Pacific Island:	0	% of Workforce:	0%
Average Age:	39.01	Average Age:	44.36	# Am. Indian/Alaskan:	0	Average Age:	N/A
Average Length of Service:	5.71	Average Length of Service:	6.70	# Hispanic or Latino:	0	Average Length of Service:	N/A

Persons With Disabilities		Persons With No Disabilities		Did Not Respond	
# of Persons With Disabilities:	4	# of Persons With No Disabilities:	78	# of "did not respond":	1
% of Workforce:	4.82%	% of Workforce:	93.98%	% of Workforce:	1.20%
Average Age:	52.73	Average Age:	43.82	Average Age:	37.11
Average Length of Service:	9.27	Average Length of Service:	6.50	Average Length of Service:	9.23

Officials/Administrators EEO Category 1: 8	Professionals EEO Category 2: 9	Technicians EEO Category 3: 2	Protective Service: Sworn EEO Category 4: 61
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 3	Skilled Craft EEO Category 7: 0	Service/Maintenance EEO Category 8: 0

Separation Rate: N/A%	Hire Rate: N/A%	Number Hires: 10	Transfer In: N/A
Retirements: 1	All Terminations: 1	Voluntary Quits: 7	Transfer Out: N/A

# of Classes Used: 15	Most Populous Classes: Psychiatric Security Specialist (61), Treatment Program Supervisor (6), Psychologist 3 (3)		
Separations - By Class:	Psychiatric Security Specialist (8), Psychologist 2 (1)		
# Eligible for Retirement:	5 Protect Serv 5 General - in next 5 years	% Eligible (Protective Serv): 8.20% % Eligible (General): 22.73%	

## Leave and Benefits

(unless otherwise noted, information provided is at the end of FY '12)

Vacation Payouts: \$13,697.67	Sick Leave Payouts: \$2,000.22	Annual Payroll: \$4,807,284.87	Avg. Base Salary: \$50,391.89	Overtime Days Worked: 359.8
Overtime Cost: \$97,296.27	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Vacation Pay - Earned Value: \$266,750.96	Vacation Days Earned: 1,445.7	Vacation Used Expense: \$210,695.03	Vacation Days Taken: 1,075.3	
Sick Leave Days Earned: 1,498.5	Reg. Sick Leave Used Expense: \$181,910.68	Reg. Sick Leave Days Used: 933.0	Converted Sick Leave To Vacation Days Used: 51.0	
Sick Leave -Earned Value: \$280,724.60		Avg. Sick Leave Days Per EE: 11.24	Converted Sick Leave To Vacation Used Expense: \$11,261.76	
Injury Leave Used Expense: \$425.86	Injury Leave Days Used: 2.3	Classification Appeals: N/A	<b>Reclassifications</b> Up (Filled): 0 Up (Vacant): 1 Down (Filled): 0 Down (Vacant): 0 Lateral (Filled): 1 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$0	<b>Grievances</b> Contract Grievances: N/A Disciplinary: N/A Language: N/A Non-Contract Grievances: N/A Disciplinary: N/A Language: N/A Arbitrations: N/A
Funeral Leave Used Expense: \$0	Funeral Days Used: 0	Extraordinary Pay: \$0		
Jury Leave Used Expense: \$0	Jury Leave Days Used: 0	Special Duty Pay: \$0		

\* based on difference between average of old and new pay grade FY '12. Vacancies and laterals were not calculated into the "cost."

Sources: Data Warehouse Queries; "Just the Facts for FY12" Almanac; Department of Management; DAS-HRE Labor Relations Team.

Date of Completion: December 2012